



United States of America
National Labor Relations Board
NOTICE OF ELECTION



INSTRUCTIONS TO ELIGIBLE EMPLOYEES VOTING MANUALLY

19-RC-228621

PURPOSE OF ELECTION: This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

SECRET BALLOT: The election will be by SECRET ballot under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Electioneering will not be permitted at or near the polling place. Violations of these rules should be reported immediately to an NLRB agent. Your attention is called to Section 12 of the National Labor Relations Act which provides: ANY PERSON WHO SHALL WILLFULLY RESIST, PREVENT, IMPEDE, OR INTERFERE WITH ANY MEMBER OF THE BOARD OR ANY OF ITS AGENTS OR AGENCIES IN THE PERFORMANCE OF DUTIES PURSUANT TO THIS ACT SHALL BE PUNISHED BY A FINE OF NOT MORE THAN \$5,000 OR BY IMPRISONMENT FOR NOT MORE THAN ONE YEAR, OR BOTH.

ELIGIBILITY RULES: Employees eligible to vote are those described under the VOTING UNIT on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off, and also include employees in the military service of the United States who appear in person at the polls. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are *not* eligible to vote.

SPECIAL ASSISTANCE: Any employee or other participant in this election who has a handicap or needs special assistance such as a sign language interpreter to participate in this election should notify an NLRB Office as soon as possible and request the necessary assistance.

PROCESS OF VOTING: Upon arrival at the voting place, voters should proceed to the Board agent and identify themselves by stating their name. The Board agent will hand a ballot to each eligible voter. Voters will enter the voting booth and mark their ballot in secret. **DO NOT SIGN YOUR BALLOT.** Fold the ballot before leaving the voting booth, then personally deposit it in a ballot box under the supervision of the Board agent and leave the polling area.

CHALLENGE OF VOTERS: If your eligibility to vote is challenged, you will be allowed to vote a challenged ballot. Although you may believe you are eligible to vote, the polling area is not the place to resolve the issue. Give the Board agent your name and any other information you are asked to provide. After you receive a ballot, go to the voting booth, mark your ballot and fold it so as to keep the mark secret. **DO NOT SIGN YOUR BALLOT.** Return to the Board agent who will ask you to place your ballot in a challenge envelope, seal the envelope, place it in the ballot box, and leave the polling area. Your eligibility will be resolved later, if necessary.

AUTHORIZED OBSERVERS: Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the voting place and at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.

WARNING: This is the only official notice of this election and must not be defaced by anyone. Any markings that you may see on any sample ballot or anywhere on this notice have been made by someone other than the National Labor Relations Board, and have not been put there by the National Labor Relations Board. The National Labor Relations Board is an agency of the United States Government, and does not endorse any choice in the election.



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INSTRUCTIONS TO ELIGIBLE EMPLOYEES VOTING MANUALLY CONTINUED

VOTING GROUPS

EMPLOYEES ELIGIBLE TO VOTE EITHER MANUALLY OR BY MAIL:

VOTING GROUP - UNIT A (PROVIDERS PROFESSIONAL UNIT):

Those eligible to vote are: All full-time and regular part-time, locum/ per diem, and on-call employees in the following classifications employed by the Employer at its clinics and/or the housing and homeless program located in Seattle and Vashon, Washington: Medical Doctors, Nurse Practitioners, and Physician Assistants who were employed during the payroll period ending October 14, 2018; excluding all other employees, non-professional employees, managers, confidential employees, and guards and supervisors, as defined in the Act.

VOTING GROUP – UNIT B (RN PROFESSIONAL UNIT):

Those eligible to vote are: All full-time and regular part-time, per diem/locum, and on-call employees in the following classifications employed by the Employer at its clinics and/or housing and homeless program located in Seattle and Vashon, Washington: Registered Nurses (RN) and Registered Nurses 2 (RN 2) who were employed during the payroll period ending October 14, 2018; excluding all other employees, non-professional employees, managers, confidential employees, and guards and supervisors, as defined in the Act.

VOTING GROUP – UNIT C (PROFESSIONAL UNIT):

Those eligible to vote are: All full-time and regular part-time, locum/per diem, and on-call employees in the following classifications employed by the Employer at its clinics and/or housing and homeless program located in Seattle and Vashon, Washington: Dietitians, Dental Hygienists, Mental Health Therapists/ Behavior Health Counselors, Nutritionists, Pharmacists, and Social Workers who were employed during the payroll period ending October 14, 2018; excluding all other employees, non-professional employees, managers, confidential employees, and guards and supervisors, as defined in the Act.

VOTING GROUP – UNIT D (NON-PROFESSIONAL UNIT):

Those eligible to vote are: All full-time and regular part-time, locum/per diem, and on-call employees in the following classifications employed by the Employer at its clinics and/or housing and homeless program located in Seattle, and Vashon, Washington: Community Health Educators, Diabetes Educators, Health Educators, Administrative Assistants I, Call Center Representatives, Cash Posters, Coders, Coders – Dental, Community Health Workers, Dental Assistants, Eligibility Specialists, Financial Counselors, Health Center Coordinators, Insurance Verifiers, Interpreters, Medical Assistants, Medical Assistants II, Medical Clerks, Patient Services Representatives, Perinatal Coordinators, Pharmacy Technicians, Referral Coordinators, WIC Certifiers, X-Ray Technicians who were employed during the payroll period ending October 14, 2018; excluding all other employees, professional employees, managers, confidential employees, and guards and supervisors, as defined in the Act.

Also eligible to vote are all employees in the unit who have worked an average of four (4) hours or more per week during the 13 weeks immediately preceding the eligibility date for the election.



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INSTRUCTIONS TO ELIGIBLE EMPLOYEES VOTING MANUALLY CONTINUED

If a majority of the professional employees voting in Unit A vote "Yes" to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included, and their votes on the second question will be counted together with the votes of the non-professional employees in Unit D to decide the question concerning representation for the overall unit consisting of the employees in Units A and D. If on the other hand, a majority of the professional employees voting in Unit A do not vote "Yes" to the first question, their ballots will be counted separately to decide the question concerning representation in a separate Unit A.

If a majority, of the professional employees voting in Unit B vote "Yes" to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included, and their votes on the second question will be counted together with the votes of the non-professional employees in Unit D to decide the question concerning representation for the overall unit consisting of the employees in Units B and D. If on the other hand, a majority of the professional employees voting in Unit B do not vote "Yes" to the first question, their ballots will be counted separately to decide the question concerning representation in a separate Unit B.

If a majority of the professional employees voting in Unit C vote "Yes" to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included, and their votes on the second question will be counted together with the votes of the non-professional employees in Unit D to decide the question concerning representation for the overall unit consisting of the employees in Units C and D. If on the other hand, a majority of the professional employees voting in Unit C do not vote "Yes" to the first question, their ballots will be counted separately to decide the question concerning representation in a separate Unit C.

If a majority of the professional employees voting in each of Units A and B both vote "Yes" to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included, and their votes on the second question will be counted together with the votes of the non-professional employees in Unit D to decide the question concerning representation for the overall unit consisting of the employees in Units A, B and D. If on the other hand, a majority of the professional employees voting in Unit A and B do not vote "Yes" to the first question, their ballots will be counted separately to decide the question concerning representation in separate Units A and B.

If a majority of the professional employees voting in each of Units A and C both vote "Yes" to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included, and their votes on the second question will be counted together with the votes of the non-professional employees in Unit D to decide the question concerning representation for the overall unit consisting of the employees in Units A, C and D. If on the other hand, a majority of the professional employees voting in Unit A and C do not vote "Yes" to the first question, their ballots will be counted separately to decide the question concerning representation in separate Units A and C.



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INSTRUCTIONS TO ELIGIBLE EMPLOYEES VOTING MANUALLY CONTINUED

If a majority of the professional employees voting in each of Units B and C both vote "Yes" to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included, and their votes on the second question will be counted together with the votes of the non-professional employees in Unit D to decide the question concerning representation for the overall unit consisting of the employees in Units B, C and D. If on the other hand, a majority of the professional employees voting in Unit B and C do not vote "Yes" to the first question, their ballots will be counted separately to decide the question concerning representation in separate Units B and C.

If a majority of the professional employees voting in each of Units A, B and C vote "Yes" to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included, and their votes on the second question will be counted together with the votes of the non-professional employees in Unit D to decide the question concerning representation for the overall unit consisting of the employees in Units A, B, C and D. If on the other hand, a majority of the professional employees voting in Units A, B, and C do not vote "Yes" to the first question, their ballots will be counted separately to decide the question concerning representation in a separate Units A, B, and C.

This is a mixed mail/manual secret ballot election.

Those eligible to vote manually (ie in person) are those full-time and regular part-time eligible voters working at the Employer's 45th Street, Columbia City, Georgetown, High Point, Meridian, Pike Place, Rainier and Vashon Island locations.

This election will also be conducted in part by mail. The mail ballots will be mailed to all eligible locum/per diem and on call voters, eligible voters working in the housing and homeless program, and all eligible voters working at the Employer's Ballard, Lake City, Central District, Pacific Tower, and St. Vincent locations.

The ballots cast manually by voters on October 31 and November 1, 2018, will be impounded and later commingled and counted with the ballots that are received by mail. The comingling and counting of the ballots will take place at the Region 19 office located at 915 2nd Avenue, Suite 2948, Seattle, WA 98174, on Thursday, November 15, 2018 after 12:30 p.m.



United States of America
National Labor Relations Board
NOTICE OF ELECTION



INSTRUCTIONS TO ELIGIBLE EMPLOYEES VOTING MANUALLY CONTINUED

DATE, TIME AND PLACE OF MANUAL ELECTION

DATE: Wednesday October 31, 2018

Locations	Times
The Employer's 45th Street facility located at 1629 North 45th Street, Seattle, WA 98103	11:30 AM to 2:00 PM
The Employer's Columbia City facility located at 4400 37th Avenue South, Seattle, WA 98118	7:30 AM to 9:30 AM
The Employer's High Point facility located at 6020 35th Avenue SW, Seattle, WA 98126	6:30 AM to 8:30 AM
The Employer's Meridian facility located at 10521 Meridian Avenue North, Seattle, WA 98133	7:30 AM to 9:30 AM
The Employer's Rainier Beach facility located at 9245 Rainier Avenue South, Seattle, WA 98118	11:30 AM to 1:30 PM

DATE: Thursday, November 1, 2018

Locations	Times
The Employer's 45th Street facility located at 1629 North 45th Street, Seattle, WA 98103	5:00 PM to 6:00 PM
The Employer's Columbia City facility located at 4400 37th Avenue South, Seattle, WA 98118	12:00 PM to 2:00 PM
The Employer's Georgetown facility located at 6200 13th Avenue South, Seattle, WA 98108	4:00 PM to 6:30 PM
The Employer's High Point facility located at 6020 35th Avenue SW, Seattle, WA 98126	11:30 AM to 1:30 PM
The Employer's Meridian facility located at 10521 Meridian Avenue North, Seattle, WA 98133	12:00 PM to 2:00 PM
The Employer's Pike Place facility located at 1930 Post Alley, Seattle, WA 98101	4:30 PM to 5:30 PM
The Employer's Rainier Beach facility located at 9245 Rainier Avenue South, Seattle WA, 98118	6:30 AM to 8:30 AM
The Employer's Vashon Island facility located at 10030 SW 210th Street, Vashon, WA 98070	12:30 PM to 1:30 PM

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Ballot for Voting Groups- Unit A, B, and C (Professional Units)
(Manual or Mail)

EMPLOYEES ARE FREE TO VOTE AT ANY TIME THE POLLS ARE OPEN.

	UNITED STATES OF AMERICA National Labor Relations Board 19-RC-228621	
OFFICIAL SECRET BALLOT For certain employees of NEIGHBORCARE HEALTH		
Do you wish to be included with nonprofessional employees in a unit for the purposes of collective bargaining?		
MARK AN "X" IN THE SQUARE OF YOUR CHOICE		
YES <input type="checkbox"/>		NO <input type="checkbox"/>
Do you wish to be represented for purposes of collective bargaining by SEIU HEALTHCARE 1199NW?		
MARK AN "X" IN THE SQUARE OF YOUR CHOICE		
YES <input type="checkbox"/>		NO <input type="checkbox"/>
IF YOU ARE CASTING THIS BALLOT MANUALLY, AT A POLLING PLACE WITH A BOARD AGENT PRESENT, follow these Instructions: DO NOT SIGN THIS BALLOT. Fold and drop in ballot box. If you spoil this ballot, return it to the Board agent for a new one. IF YOU ARE CASTING THIS BALLOT BY MAIL: See enclosed instructions. The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.		

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**Ballot for Voting Group – Unit D (Non-Professional Unit)
(Manual or Mail)**

EMPLOYEES ARE FREE TO VOTE AT ANY TIME THE POLLS ARE OPEN.

	<p>UNITED STATES OF AMERICA National Labor Relations Board 19-RC-228621</p> <p>OFFICIAL SECRET BALLOT For certain employees of NEIGHBORCARE HEALTH</p>	
<p>Do you wish to be represented for purposes of collective bargaining by SEIU HEALTHCARE 1199NW?</p>		
<p>MARK AN "X" IN THE SQUARE OF YOUR CHOICE</p>		
<p>YES</p> <div data-bbox="422 1228 560 1333"><input type="checkbox"/></div>		<p>NO</p> <div data-bbox="1063 1228 1201 1333"><input type="checkbox"/></div>
<p>IF YOU ARE CASTING THIS BALLOT MANUALLY, AT A POLLING PLACE WITH A BOARD AGENT PRESENT, follow these Instructions:</p> <p>DO NOT SIGN THIS BALLOT. Fold and drop in ballot box. If you spoil this ballot, return it to the Board agent for a new one.</p> <p>IF YOU ARE CASTING THIS BALLOT BY MAIL: See enclosed instructions.</p> <p>The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.</p>		

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INSTRUCTIONS TO ELIGIBLE EMPLOYEES VOTING MANUALLY CONTINUED

RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time, where attendance is mandatory, within the 24-hour period before the polls for the election first open or the mail ballots are dispatched in a mail ballot election
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

The National Labor Relations Board protects your right to a free choice.

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law.

Anyone with a question about the election may contact the NLRB Office at (206)220-6300 or visit the NLRB website www.nlrb.gov for assistance.



**United States of America
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NOTICE OF ELECTION**



INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

PURPOSE OF ELECTION: This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. (See VOTING GROUPS in this Notice of Election for description of eligible employees.) A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

SECRET BALLOT: The election will be by secret ballot carried out through the U.S. mail under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Employees eligible to vote will receive in the mail *Instructions to Employees Voting by United States Mail*, a ballot, a blue envelope, and a yellow self-addressed envelope needing no postage.

ELIGIBILITY RULES: Employees eligible to vote are those described under the VOTING GROUPS on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are not eligible to vote.

CHALLENGE OF VOTERS: An agent of the Board or an authorized observer may question the eligibility of a voter. Such challenge must be made at the time the ballots are counted.

AUTHORIZED OBSERVERS: Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.

METHOD AND DATE OF ELECTION

The election will be conducted, in part, by United States mail. The mail ballots will be mailed to all eligible locum/per diem and on call voters, eligible voters working in the housing and homeless program, and all eligible voters working at the Employer's Ballard, Lake City, Central District, Pacific Tower, and St. Vincent locations. At 4:45 p.m. on Thursday, November 1, 2018, ballots will be mailed to voters from the National Labor Relations Board, Region 19, 915 2nd Ave Ste 2948, Seattle, WA 98174-1006. Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be automatically void.

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by Thursday, November 8, 2018, should communicate immediately with the National Labor Relations Board by either calling the Region 19 Office at (206)220-6300 or our national toll-free line at 1-844- 762-NLRB (1-844-762-6572).

All ballots will be commingled and counted at the Region 19 Office on Thursday, November 15, 2018 after 12:30 p.m. In order to be valid and counted, the returned ballots must be received in the Region 19 Office prior to the counting of the ballots.



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INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL CONTINUED

VOTING GROUPS

EMPLOYEES ELIGIBLE TO VOTE EITHER MANUALLY OR BY MAIL:

VOTING GROUP - UNIT A (PROVIDERS PROFESSIONAL UNIT):

Those eligible to vote are: All full-time and regular part-time, locum/ per diem, and on-call employees in the following classifications employed by the Employer at its clinics and/or the housing and homeless program located in Seattle and Vashon, Washington: Medical Doctors, Nurse Practitioners, and Physician Assistants who were employed during the payroll period ending October 14, 2018; excluding all other employees, non-professional employees, managers, confidential employees, and guards and supervisors, as defined in the Act.

VOTING GROUP – UNIT B (RN PROFESSIONAL UNIT):

Those eligible to vote are: All full-time and regular part-time, per diem/locum, and on-call employees in the following classifications employed by the Employer at its clinics and/or housing and homeless program located in Seattle and Vashon, Washington: Registered Nurses (RN) and Registered Nurses 2 (RN 2) who were employed during the payroll period ending October 14, 2018; excluding all other employees, non-professional employees, managers, confidential employees, and guards and supervisors, as defined in the Act.

VOTING GROUP – UNIT C (PROFESSIONAL UNIT):

Those eligible to vote are: All full-time and regular part-time, locum/per diem, and on-call employees in the following classifications employed by the Employer at its clinics and/or housing and homeless program located in Seattle and Vashon, Washington: Dietitians, Dental Hygienists, Mental Health Therapists/ Behavior Health Counselors, Nutritionists, Pharmacists, and Social Workers who were employed during the payroll period ending October 14, 2018; excluding all other employees, non-professional employees, managers, confidential employees, and guards and supervisors, as defined in the Act.

VOTING GROUP – UNIT D (NON-PROFESSIONAL UNIT):

Those eligible to vote are: All full-time and regular part-time, locum/per diem, and on-call employees in the following classifications employed by the Employer at its clinics and/or housing and homeless program located in Seattle, and Vashon, Washington: Community Health Educators, Diabetes Educators, Health Educators, Administrative Assistants I, Call Center Representatives, Cash Posters, Coders, Coders – Dental, Community Health Workers, Dental Assistants, Eligibility Specialists, Financial Counselors, Health Center Coordinators, Insurance Verifiers, Interpreters, Medical Assistants, Medical Assistants II, Medical Clerks, Patient Services Representatives, Perinatal Coordinators, Pharmacy Technicians, Referral Coordinators, WIC Certifiers, X-Ray Technicians who were employed during the payroll period ending October 14, 2018; excluding all other employees, professional employees, managers, confidential employees, and guards and supervisors, as defined in the Act.

Also eligible to vote are all employees in the unit who have worked an average of four (4) hours or more per week during the 13 weeks immediately preceding the eligibility date for the election.

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INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL CONTINUED

If a majority of the professional employees voting in Unit A vote "Yes" to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included, and their votes on the second question will be counted together with the votes of the non-professional employees in Unit D to decide the question concerning representation for the overall unit consisting of the employees in Units A and D. If on the other hand, a majority of the professional employees voting in Unit A do not vote "Yes" to the first question, their ballots will be counted separately to decide the question concerning representation in a separate Unit A.

If a majority of the professional employees voting in Unit B vote "Yes" to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included, and their votes on the second question will be counted together with the votes of the non-professional employees in Unit D to decide the question concerning representation for the overall unit consisting of the employees in Units B and D. If on the other hand, a majority of the professional employees voting in Unit B do not vote "Yes" to the first question, their ballots will be counted separately to decide the question concerning representation in a separate Unit B.

If a majority of the professional employees voting in Unit C vote "Yes" to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included, and their votes on the second question will be counted together with the votes of the non-professional employees in Unit D to decide the question concerning representation for the overall unit consisting of the employees in Units C and D. If on the other hand, a majority of the professional employees voting in Unit C do not vote "Yes" to the first question, their ballots will be counted separately to decide the question concerning representation in a separate Unit C.

If a majority of the professional employees voting in each of Units A and B both vote "Yes" to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included, and their votes on the second question will be counted together with the votes of the non-professional employees in Unit D to decide the question concerning representation for the overall unit consisting of the employees in Units A, B and D. If on the other hand, a majority of the professional employees voting in Unit A and B do not vote "Yes" to the first question, their ballots will be counted separately to decide the question concerning representation in separate Units A and B.

If a majority of the professional employees voting in each of Units A and C both vote "Yes" to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included, and their votes on the second question will be counted together with the votes of the non-professional employees in Unit D to decide the question concerning representation for the overall unit consisting of the employees in Units A, C and D. If on the other hand, a majority of the professional employees voting in Unit A and C do not vote "Yes" to the first question, their ballots will be counted separately to decide the question concerning representation in separate Units A and C.



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INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL CONTINUED

If a majority of the professional employees voting in each of Units B and C both vote "Yes" to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included, and their votes on the second question will be counted together with the votes of the non-professional employees in Unit D to decide the question concerning representation for the overall unit consisting of the employees in Units B, C and D. If on the other hand, a majority of the professional employees voting in Unit B and C do not vote "Yes" to the first question, their ballots will be counted separately to decide the question concerning representation in separate Units B and C.

If a majority of the professional employees voting in each of Units A, B and C vote "Yes" to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included, and their votes on the second question will be counted together with the votes of the non-professional employees in Unit D to decide the question concerning representation for the overall unit consisting of the employees in Units A, B, C and D. If on the other hand, a majority of the professional employees voting in Units A, B, and C do not vote "Yes" to the first question, their ballots will be counted separately to decide the question concerning representation in a separate Units A, B, and C.

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Ballot for Voting Groups- Unit A, B, and C (Professional Units)
(Manual or Mail)

EMPLOYEES ARE FREE TO VOTE AT ANY TIME THE POLLS ARE OPEN.

	<p>UNITED STATES OF AMERICA National Labor Relations Board 19-RC-228621</p> <p>OFFICIAL SECRET BALLOT For certain employees of NEIGHBORCARE HEALTH</p>	
<p>Do you wish to be included with nonprofessional employees in a unit for the purposes of collective bargaining?</p>		
<p>MARK AN "X" IN THE SQUARE OF YOUR CHOICE</p>		
<p>YES</p> <p><input type="checkbox"/></p>		<p>NO</p> <p><input type="checkbox"/></p>
<p>Do you wish to be represented for purposes of collective bargaining by SEIU HEALTHCARE 1199NW?</p>		
<p>MARK AN "X" IN THE SQUARE OF YOUR CHOICE</p>		
<p>YES</p> <p><input type="checkbox"/></p>		<p>NO</p> <p><input type="checkbox"/></p>
<p>IF YOU ARE CASTING THIS BALLOT MANUALLY, AT A POLLING PLACE WITH A BOARD AGENT PRESENT, follow these Instructions: DO NOT SIGN THIS BALLOT. Fold and drop in ballot box. If you spoil this ballot, return it to the Board agent for a new one. IF YOU ARE CASTING THIS BALLOT BY MAIL: See enclosed instructions.</p> <p>The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.</p>		





**United States of America
National Labor Relations Board
NOTICE OF ELECTION**



Ballot for Voting Group – Unit D (Non-Professional Unit)
(Manual or Mail)

EMPLOYEES ARE FREE TO VOTE AT ANY TIME THE POLLS ARE OPEN.

	<p>UNITED STATES OF AMERICA National Labor Relations Board 19-RC-228621</p> <p>OFFICIAL SECRET BALLOT</p> <p>For certain employees of NEIGHBORCARE HEALTH</p>	
<p>Do you wish to be represented for purposes of collective bargaining by SEIU HEALTHCARE 1199NW?</p>		
<p>MARK AN "X" IN THE SQUARE OF YOUR CHOICE</p>		
<p>YES</p> <div data-bbox="422 1291 560 1386"><input type="checkbox"/></div>		<p>NO</p> <div data-bbox="1063 1291 1201 1386"><input type="checkbox"/></div>
<p>IF YOU ARE CASTING THIS BALLOT MANUALLY, AT A POLLING PLACE WITH A BOARD AGENT PRESENT, follow these Instructions:</p> <p>DO NOT SIGN THIS BALLOT. Fold and drop in ballot box. If you spoil this ballot, return it to the Board agent for a new one.</p> <p>IF YOU ARE CASTING THIS BALLOT BY MAIL: See enclosed instructions.</p> <p>The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.</p>		



United States of America
National Labor Relations Board
NOTICE OF ELECTION



INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time where attendance is mandatory, within the 24-hour period before the mail ballots are dispatched
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

The National Labor Relations Board protects your right to a free choice.

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law.

Anyone with a question about the election may contact the NLRB Office at (206)220-6300 or visit the NLRB website www.nlr.gov for assistance.